

Commitment Form

2013 MUTUAL FUND INDUSTRY COMPENSATION SURVEY

Yes, we would like to participate in this survey

Module # 1 *please check*

- Total Cash Compensation (excluding Long Term Incentives)
- Incentive Plan Design (Short Term)
- Compensation Practices such as Employee Turnover, Actual Salary Increases, etc.
- Non-cash Compensation & Incentive Prevalence Report

Fees:	New* Participant:	\$5,400 ⁺
	Returning* Participant:	\$4,300 ⁺

OR

Module # 2 *please check*

Module #1 **plus**

- Total Direct Compensation
- Incentive Plan Design (Long Term)

Fees:	New* Participant:	\$5,900 ⁺
	Returning* Participant:	\$5,100 ⁺

** Hay Group consultants meet with new participants individually to review job models/matching and provide additional support for the survey process. Returning participants are those organizations that completed the survey within the last three years (i.e., 2010 through 2012 surveys).*

+ Plus applicable taxes.

Payment for this survey is in two installments. On receipt of this signed agreement, Hay Group will issue an invoice for 50% of the applicable total fee, payable immediately; the balance is payable when the reports are published.

Organization:

<table style="width: 100%; border: none;"> <tr><td style="border: none;">Name:</td></tr> <tr><td style="border: none;">Title:</td></tr> <tr><td style="border: none;">Address:</td></tr> <tr><td style="border: none;">Telephone:</td></tr> <tr><td style="border: none;">Email:</td></tr> </table>	Name:	Title:	Address:	Telephone:	Email:	<table style="width: 100%; border: none;"> <tr><td style="border: none;">Signature:</td></tr> </table>	Signature:
Name:							
Title:							
Address:							
Telephone:							
Email:							
Signature:							

Survey package to be sent to: *as above* **OR**

Name:
Telephone:
Email:

Please complete, sign and email to Ken Strom at ken.strom@haygroup.com

Consistent with Hay Group surveys, the data collected for this survey will be included in Hay Group's general database. If you have a concern with this, please let us know. Confidentiality of your submission is always our top priority.